



November 13, 2025

Dear all

Company Name	Value HR Co., Ltd.
Representative	President and CEO Michio Fujita
	(Code No: 6078, TSE Prime Market)
Contact	Executive Vice President Gentaro Fujita
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Notice Regarding Organizational Restructuring, Changes in Executive Responsibilities, and Personnel Transfers

We hereby announce that, at the Board of Directors meeting held on November 13, 2025, our company resolved to implement the following organizational restructuring, changes in executive responsibilities, and personnel transfers.

Details are as follows

1. Organizational Restructuring (Effective December 1, 2025)

To strengthen our human resources function, we will establish a new Human Resources Division and elevate the current Human Resources Group under the Corporate Administration Division to division status. Accordingly, the group's responsibilities will be transferred to the new Human Resources Division, and functions such as recruitment, talent development, labor management, and HR planning will be reorganized.

2. Changes in Executive Responsibilities (Effective December 1, 2025)

Name	New Titles	Current Titles
Michio Fujita	President and Chief Executive Officer Head of Cafeteria Business Division Responsible for - Business Planning Division - Friendship Business Division - <u>Human Resources Division</u> - <u>Women's Empowerment Promotion Department</u>	President and Chief Executive Officer Head of Cafeteria Business Division Responsible for - Business Planning Division - Friendship Business Division
Gentaro Fujita	Executive Vice President Responsible for - Corporate Management Division - HR Management Division - Information Systems Division - Health Management & Data Health Promotion	Executive Vice President Responsible for - Corporate Management Division - HR Management Division - Information Systems Division - Health Management & Data Health Promotion - <u>Women's Empowerment Promotion Department</u>

3. Personnel Transfers (Effective December 1, 2025)

Name	New Titles	Current Titles
Miyako Yamazaki	Executive Officer <u>Head of Human Resources Division</u> Concurrent: Head of Women's Empowerment Office	Executive Officer Head of Women's Empowerment Promotion Department Concurrent: Head of Human Resources Group, Corporate Management Division

End